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personnel work; and will inform interestingly and reliably those who want to know how much there is, anyway, to all this talk about psychology.

A critical statistician might point to some of the data for which few cases were measured. But the author acknowledges this discrepancy in ways that show him to be fully aware of the limitations of pioneer psychologizing. One might also raise the brows over the frequent reference to 0.50 or 0.60 as a "rather high index" of correlation, without further qualification or confirmation. One would like to have seen the evaluation of tests used in groups, demonstrated by means of partial correlations. Another lately developed device was neglected in the failure to use the Pearson formula (*Biometrika* 1907) for finding the point of reference or standard of satisfactoriness.

A psychologist-reviewer, however, is inclined to be lenient and laudatory toward a work carried out so skilfully and conscientiously as this of Dr. Link's. Anyone who has faced the problems of employment psychology knows what disheartening obstacles abound, and inclines toward sympathetic appreciation of a colleague who, though fully cognizant of the difficulties and misunderstandings that attach to scientific pioneering, is still intrepid enough to search for facts and methods and lay them freely before a critical world.

HARRY DEXTER KITSON

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The Redemption of the Disabled. By GARRARD HARRIS. New York: D. Appleton & Co., 1919. Pp. xxvi+318.

To the large number of students of the problems of rehabilitation of the disabled, whether injured in war or in the pursuits of peace, this book will be welcome indeed. The author has almost a clear field. Few books have been written on the subject, and the generous production of periodical articles and monographs serves rather to confuse than to enlighten the reader who seeks to learn what principles have been developed and how these principles are being put into practice. Douglas McMurtrie, director of the Red Cross Institute for Crippled and Disabled Men, in his *The Disabled Soldier* (New York: The Macmillan Company, 1919) aims to present for the general reader the theory and practice of vocational rehabilitation, and covers much the same ground as chapters iv to xiii of the present treatise with regard to the schemes of all the belligerents for the rehabilitation of their disabled men. As

Mr. Harris discriminatingly says in his preface, however, there exists a need for "a comprehensive chronicle of the rise and development of this movement in the United States to its present status," and accordingly his work is an attempt to furnish a record dealing with the whole subject, and particularly with the acceptance of the fundamental principles and their development in this country.

The introductory chapter, by Colonel Frank Billings, of the Surgeon General's office, describes the organization for the care of the war casualties and the program of physical and functional restoration of disabled soldiers in the military hospitals. A large part of the book, chapters xiv to xxiv, consists of an exposition of the Vocational Rehabilitation Act, signed by the President on June 27, 1918, and of the plans and policies of the Federal Board for Vocational Education, the organization through which the law functions. Since Mr. Harris is connected with the Board in an editorial capacity, as Dr. Prosser points out in the foreword, he is in a position to speak with an intimate knowledge of its work and plans.

The author writes with perhaps a bit more optimism than would one who has had practical experience in certain phases of the work of the Board. Such a statement as the following commands a genial smile and a mental reservation: "As a generality the employers become enthusiasts on the subject of aiding the disabled soldier back into their places as workers and useful members of the civil community" (p. 235).

The most important parts of the book are chapters i-iii, and chapter xxv. Herein Mr. Harris sets forth the philosophy underlying the movement for the rehabilitation of handicapped persons, whether they be the disabled of war or victims of our modern industrial life. After paying his respects to the traditional pension system and the old conception of charity as a national duty toward the disabled soldier, he presents the fundamental justification and aim of the work, restoration, and, as far as possible, restitution to the *status quo ante bellum*.

This is the new conception of the nation's duty. The man is given instead of a "pension" a "compensation" to make good, theoretically at least, his diminished earning power resulting from his disability. Vocational re-education, which in no way affects the amount of disability compensation allotted to the individual, is offered, wherever "feasible," to adapt the remaining capabilities of the man and restore him to civil life in a state of economic independence. Such provisions are made not merely to pay a debt of gratitude to those who have been injured in the nation's defense, though this is a sacred obligation and the impelling

motive of the liberal provisions which the warring nations have made for their wounded men, but rather to meet the need for the conservation of our human resources and to satisfy the demand for social justice. It is commonplace but none the less worthy of mention that, without re-education and placement in employment, disabled soldiers would gravitate to the social scrap heap, a drag on society, as too many have been allowed to do in other wars. The victims of modern industry, however, as Mr. Harris points out, greatly outnumber those injured in the war. No program of human conservation can avail much until it includes within its benefits this larger group known as the industrially handicapped. The restoration of the disabled to successful employment is a social investment certain to yield large dividends in the economic well-being of the individual and the enhanced prosperity of the nation.

In all, one lays the book down with a nod of approval and with the feeling of regret that such portions of it as chapter xxiii, entitled "The Duty of the Home Community," and chapter xxiv, "A Sustained Public Sentiment," are not published in some more popular form. Certainly it is none too much to affirm that the book is a distinct contribution to the literature of the subject.

J. S. ROBINSON

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The Shop Committee: A Handbook for Employer and Employee.

WILLIAM LEAVITT STODDARD. New York: Macmillan Company, 1919. Pp. 100.

The author describes the inception of the shop-committee movement, the organization and operation of such committees already working, and the relations of this plan to existing labor unions, and offers many suggestions for anyone desiring to instal such a system.

Two classes of committees exist: the shop committee which represents a small unit of workers, and the general committee which acts as a court of appeal from the lower committees and decides matters pertaining to the plant as a whole. The districting of the plant and grouping of the employees into correct representative units is the most important preliminary problem. Elections should be carried on in the plant where possible, and with little interference by the management. Fair and uniform rules of procedure are necessary for the success of the plan. The committeemen, in order to give a high standard of service, should receive compensation for the time they are absent from their